



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2D INFANTRY DIVISION
ROK/US COMBINED DIVISION
BLDG P6500 UNIT #15041
APO AP 96271-5041

04 OCT 2019

EAID-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #6: Equal Employment Opportunity (EEO) and the EEO Discrimination Complaint Process

1. This policy letter supersedes all previous versions of Equal Employment Opportunity policy letters. It remains in effect until rescinded or superseded.

2. Reference. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

3. Background.

a. Leaders will take steps to identify and remove barriers for equal participation in the workforce. Barriers include policies, principles, and practices that limit or tend to limit employment opportunities for people of a particular race, color, religion, sex (including Sexual Harassment), national origin, age (over 40), physical/mental disability, reprisal, marital status, political affiliation, parental status and genetic predisposition.

b. 2ID is committed to equal opportunity and diverse principles in all aspects of employment. All Civilian employees, former employees, and applicants for employment are covered by Army Regulation (AR) 690-600. Employees are entitled to initiate a complaint of alleged discrimination when they believe they are discriminated against because of race, color, religion, sex (including Sexual Harassment), national origin, age (over 40), physical/mental disability and genetic predisposition in an employment matter. In addition, reprisal against those who exercise their rights under applicable EEO laws, or oppose unlawful discriminatory practice, is prohibited.

c. Equal Opportunity protection includes all human resources/employment programs, management practices and decisions, to include recruitment and hiring, merit promotion, reassignment, training and career development. Employees can initiate the EEO complaint process by contacting an EEO officer, specialist, assistant or counselor or even if that person is none of the foregoing. Contact is made for the purpose of proceeding with a matter of concern, within the following timeline:

(1) Within 45 calendar days of the alleged discriminatory action or practice

(2) In the case of a personnel action, within 45 calendar days of the effective date of the action.

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(3) Within 45 calendar days from when the aggrieved became aware of the alleged discriminatory action or practice. The 45-day time limit can be extended under certain circumstances provided in AR 690-600, paragraph 3-4(b).

4. Discussion.

a. Leaders will apply the principles and methods of equal opportunity in daily organizational activities. Managers and supervisors are aware that our leadership roles place us in a position where our behavior is particularly critical to the work environment. All employees are responsible for conducting their part in maintaining discrimination free, respectful, and productive work environment. To this end, workforce participation in EEO, Anti-Harassment and NoFEAR training is an annual requirement.

b. When complaints arise, efforts to resolve them fairly and promptly at the lowest possible level begins immediately. When brought to their attention, supervisors are encouraged to explore all reasonable methods for resolving employee complaints. Managers and supervisors will cooperate and consult with EEO officials as issues arise. Additionally, managers will participate in the alternative dispute resolution process, if it is determined as an appropriate avenue to resolve the matter at issue.

c. Every individual will respect the right of an employee to pursue his or her complaint without fear of reprisal.

d. I am committed to promoting a work environment that is free of discrimination. Our mission depends upon it. The Department of the Army core values demand it. Federal law and policy require it. 2ID employees and applicants for employment deserve nothing less.

5. I expect leaders at every level to share my commitment in fostering a work environment free of discrimination in any form.

6. The proponent for this policy is the Eighth Army Equal Employment Opportunity Office. You may also contact the Eighth Army EEO Office at (315) 755-0320/0321 or the USAG-Humphreys EEO Office at (315) 755-9155/753-6482.

Encl
EEO Complaint Procedures



STEVEN W. GILLAND
Major General, USA
Commanding

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